

# Resources for State Employees Impacted by Recent Fires

If you or a family member are impacted by the fires in California, you may be eligible to receive one or more of the following benefits. For more information about how to request these benefits, please contact your department Personnel Office or the contact information below.

## Employee Assistance Program (EAP)

The [EAP](#) is available 24/7 and provides free confidential counseling services and other resources, such as referrals to local non-profit organizations, shelters, and additional community-based support.

1-866-EAP-4SOC or (1-866-327-4762)

TTY (800) 424-6117

## VSP Vision Care

A VSP member who has lost or broken their eyewear or is in need of eye care services due to the wildfires can call the Member Services Support Line at (800) 877-7195.

Individuals without VSP coverage can contact their [local American Red Cross](#), or call (800) RED-CROSS (733-2767) and request a VSP Global Eyes of Hope gift certificate.

## Group Legal Services Insurance (Plan)

Enrolled employees can contact [ARAG Insurance Company \(Access Code, 10202soc\)](#) at 866-762-0972 for information on legal assistance.

Employees not enrolled have 90 days to enroll for six months of free access to ARAG DIY Docs®, the Education Center™ and the Find an Attorney tool.

They should visit the [ARAG Legal Center \(Access Code, 18323cfr\)](#). Employees may also read these [six tips for dealing with a disaster](#).

## Administrative Time Off (ATO)

[ATO](#) is a form of paid leave and may be granted when employees need time off. To be eligible, employees must meet the conditions in the declared State of Emergency, and California Code of Regulations, title 2, section 599.785.5.

## Catastrophic Leave – Natural Disasters

The [Catastrophic Leave](#) program allows employees who have exhausted their leave credits and must

miss work due to a prolonged illness or injury (including that of an eligible family member), or due to a natural disaster, to request catastrophic leave.

## Family Medical Leave Act (FMLA)/California Family Rights Act (CFRA)

The [FMLA/CFRA](#) entitles eligible employees to take up to 12 workweeks of unpaid, job-protected leave in a calendar year and the continuation of health benefits for specified family and medical leave reasons.

## State Disability Insurance (SDI)/Paid Family Leave (PFL) & Non-Industrial Disability Insurance (NDI)

The [SDI](#) and [NDI](#) programs provide partial wage replacement for eligible state employees who have been certified for a non-work related illness or injury. Employees represented by an SEIU bargaining unit are covered by SDI/PFL and all other employees\* are covered by NDI. The PFL program provides benefits to eligible employees who need to take time off to care for a qualified family member.

*\*If you are an excluded employee who is enrolled in the Long Term Disability Insurance Program, you may be eligible for benefits if your disability lasts longer than six months.*

## Leave of Absence (LOA)

[LOA](#) is an unpaid leave that may last up to one year. This leave allows employees to take time off work with a mandatory right of return when the leave ends.

## Savings Plus Accounts (401k/457b)

If you have a [Savings Plus](#) supplemental retirement savings account, you may be eligible to withdraw money from your account under certain circumstances, even while still working. Visit the Savings Plus website to see what options may be available. Certain taxes and penalties may apply.